E/ECA/PAIR/HRP/6/81
LIMITED

ST/ECA/PAIR/HRP/6/81
August 1981

Original: ENGLISH

UNITED NATIONS

ECONOMIC AND SOCIAL COUNCIL

ECONOMIC COMMISSION FOR AFRICA

First Meeting of the Conference of Ministers responsible for Human Resources Planning, Development and Utilization,

Monrovia (Liberia), 5-8 October 1981

EXTERNAL SCHOLARSHIPS AND FELLOWSHIPS IN HUMAN RESOURCE DEVELOPMENT IN AFRICA

I. Introduction

In this paper fellowship is taken in a generic context to refer to both: (i) scholarships for academic training of one or more academic years; and (ii) fellowships for post-experience training of duration less than one academic year, usually for the purpose of upgrading skills and broadening experience. Fellowship grants, whether academic or for upgrading capability, can be used for training locally or abroad, be it within Africa or outside the region.

Every African country has a vast experience in the utilization of scholarships and fellowships for manpower training and has some machinery or national office having responsibility for formulating policies and programmes for fellowships and for fellowship administration. For this paper the primary interest is in planning for effective utilization of the fellowship programme.

At the national level it is taken for granted that national scholarship programmes are designed with the objective of meeting national manpower requirements in both public and private sectors. This means that such programmes and the policies that sactioned their operation must be in line with the strategy and priorities of national development as stipulated in national development plans. In the reallife, it is common knowledge that this is hardly so for most African States, especially in countries with ineffective administrative machinery and weak capabilities for manpower planning. Where capability is weak to use national scholarship budget and awards as an effective means and strategy for manpower development in relation to assessed manpower needs a similar situation may invariably prevail in the capacity to absorb and direct external fellowships to effectively serve the object of manpower and socio-economic development.

External training fellowships in the context of this paper exclude national scholarships for training nationals abroad - External fellowships then refer to training opportunities financed by donors, organizations or governments other than from within, irrespective of whether the training was had locally or abroad, within or outside Africa. It is the externally financed fellowships and the need for African Governments' support that this paper intends to duel on.

In their efforts to develop adequate resources of trained manpower every African State has moblized or attracts a considerable amount of external fellowships (including scholarships) for the training of their nationals. This began with technical assistance from metropolitan authorities in pre-independence years as part of the aid programmes for the preparation of dependent peoples for the responsibilities of self-government. In post-independence era a growing number of non-African governments, United Nations organizations, bilateral and multilateral agencies and organizations as well as private foundations and church organizations have assisted African States with a variety of scholarship and fellowship programmes in support of social and economic development programmes. Thus there was a substantial growth in the volume and variety of scholarships and fellowships managed by African Governments during the 1960s and the 1970s.

The growth in the fellowship programmes have led to expansion, growth stress and strains in the machinery of government for handling fellowship offers, the use of these offers and the selection of nationals to benefit from the offers. Some countries have done much better than others and it has not been in all cases

that proper use has been made of the offers received in terms of training nationals in fields that are immediately relevant to, and critical for the social, economic and technological advancements of the receiving African countries. Much depended upon the ability of each government to make relevant and realistic proposals for fellowship and training requests and to judiciously use what it receives. The capability need was in terms of full knowledge of manpower requirements; skill deficiency surveys; a good profile of the training needs for the implementation of development projects; rational manpower development and utilization policy; effective machinery for planning, executing, monitoring and coordinating external fellowship programmes, including the ability to wisely deploy qualified nationals on return from training abroad.

It was largely ECA's concern over the constraints and bottlenecks caused in the development process by Africa's lack of qualified manpower and minimum training facilities for training in specialised areas that led the Commission to direct the Secretariat to initiate action in support of human resources development from its early years. As a consequence ECA secretariat has for over two decades organized training courses and workshops, promoted the establishment of training institutions and offered training fellowships, all in an effort to step up the training of African nationals in support of social and economic development programmes and plans. A further primary objective of ECA's direct involvement in the promotion and coordination of external fellowships on a regional basis is the need to encourage, and demonstrate to African States the necessity to mobilize external fellowships for training nationals in manpower fields that are critical to development; to make external training complementary to domestic training opportunities; to make long-term plans for the use of external aid programmes in respect of training; to be selective in the use of external offers on the principle of accepting offers that further the objective of nationals self-sufficiency in trained manpower; and to ensure that nationals trained abroad have pre-determined employment placement opportunities in the national ecoonomy. A third major reason is to intensify and expand technical cooperation arrangements among African countries themselves in the spirit of cooperation and collective self-reliance. In the field of human resources, training and fellowship programmes give member States a most important opportunity for mutually benefitial sharing and optimal utilization of locally available training and research facilities in national and multinational institutions.

Sections II and III of this paper briefly elaborate on the objectives, design scope, administration, achievements and constraints of the ECA administered training and fellowship programme since 1965. For the further development of the programme, specific programme activities for the 1982/83 training year has been proposed as annexed.

II. ECA Fellowship Programme Activities 1965 to 1978

Realizing that African States cannot achieve accelerated economic and social development without adequate resources of trained manpower ECA secretariat had to pay due attention to human resources development almost from its inception. It began by coordinating the training of Africans abroad. This programme activity received endorsement when the Commission by its resolution 125(VII) of February 1965 requested the secretariat 'to serve as coordinator of, and clearhinghouse for information on training facilities'. With this resolution as a mandate, the ECA coordinated bilateral scholarship and fellowship programme was established in 1965.

It was recognized by the Commission that on bilateral basis a sizable number of fellowships and training opportunities were being made available by multilateral and bilateral organizations and governments. The purpose of the ECA programme was not siphon off any of the existing programmes, but to tap additional resources and broaden the scope of opportunities for training to make a case to prospective donor governments and agencies for fellowships in kind for training in fields of priority manpower needs; to increase the number of training places in occupational fields considered to be most useful in terms of country requirements for trained personnel; to encourage African governments to take more advantage of appropriate training available in developed and developing countries; and to encourage donors to provide funds for training within Africa as a means of strengthening African higher educational institutions so as to enhance training sutiability and the growth of local training capability.

Between 1965 and 1977, over 1000 persons received awards for individual training under the ECA programme. Though modest in size in relation to needs the programme provided for undergraduate, post-graduate, practical training, participation in short training courses in a number of countries in North America, Europe, and Asia. In particular, support by the Netherlands Government made it possible for ECA from 1973 to 1980 to assist African countries in the upgrading of instructors serving in pre-service training institutions, trainers, training officers, and management and accountancy teachers through offer of fellowships for participation in individiaul training programmes or in training workshops and short courses at African training institutions.

Although the programme was a significant addition to human resources development assistance efforts, both in conception and in output, there were several constraints to greater effectiveness and results. Among the constraints were the lack of sustained programme development effort concurrent with programme operation; lack of financial means to provide partial fellowships to help defray travel and/or training costs with the result that some training opportunities could not be utilized; lack of funding possibility of placing candidates in a number of non-African countries where suitable training was available but which had not offered fellowships through ECA. The major effect of these constraints was that the programme could not respond quickly and adequately to as many kinds of country training requests as it might have, had the constraints been fewer or at least lesser in degree.

III. Expanded Training and Fellowship Programme for Africa

A. Background

The Expanded Training and Fellowship Programme for Africa was established by the secretariat on the directive of member Governments and in response to Conference of Ministers resolution 306(XIII) of March 1977 on "co-operation in manpower development and utilization and resolution 318(XIII) on "training for development", which called for the "mobilization of resources for the operation of a Training and Fellowship Programme for Africa, which should accord priority to the critical manpower requirements of member States..."

The design, aims, and activities of the programme were described in document E/CN.14/INF./122, 26 March 1981, "Biennial Progress Report on the Expanded Training and Fellowship Programme for Africa 1979-1980".

Briefly summarized, the programme was designed to foster African collective self-reliance in human resources development through the operation of fellowships-in-kind and funds with which to train African personnel within Africa to the extent possible, thus increasing relevance of training, strengthening African training capacity, and making economic use of funds and facilities, as well as training outside Africa where necessary, in priority fields of manpower and experience requirements and in which there is overdependence on foreign skills and know-how. Currently these programme activities include the following areas:

- manpower for basic industries and agriculture;
- graduate training in specialized disciplines, with priority to industry, agricutlure, engineering and technology, natural resources, transportation, management, statistics;
- training in science, engineering and technology;
- training of technical teachers and instructors;
- group training of technical and managerial executives;
- training in budget and financial management and tax administration;
- in-plant or practical training in the management of public enterprises and development projects for nationals of the least developed and newly independent African countries;
- training in solar energy.

The programme could be an effective training resource if it receives effective Africa and non-African substantial support. In this regard the original goal, expressed in terms of the size of the programme the secretariat could implement in a five year period, was 8,000 trainees, of whom 3,000 were to be trained in Africa. The resources available have been utilized but the limited amount of financial resources and the limited number of offers of fellowships-in-kind granted to the Expanded Training and Fellowship Programme for Africa have inhibited programme growth and utilization. By contrast the demand on the programme for training opportunities has grown manifold.

B. Current Activities

In pursuance of secretariat programme development letters inviting programme support and programm missions were sent to prospective donors. A number of African and non-African govenments and organizations have given their support to activities of the programme by continuing their offers of fellowships or funds as in earleir years, or by becoming new donors to the programme.

Between 1978 and 1981 approximately 620 persons have received fellowships for individual training and for participation in short-term group training programmes.

Since initiation of its assistance to the ECA training effort in 1973, the Netherlands Government has supported the propositions that African training institutions should be strengthened and that training provided in the region can be more suitable than training acquired abroad. Between 1973 and 1980, the Netherlands Government provided substantial funds for the implementation of the ECA/Netherlands Training Development Fellowship Programme, aimed at upgrading the capability of instructors and training officers, through individualized training undertaken in African instituions and by participation in short courses and workshops; and training of instructors for staffing of the Regional Centre for Training in Aerial Surveys, Ile Ife, Nigeria. One subsidiary objective of the programme support was the strengthening of institutional delivery capability by promoting the establishment of specific short courses and workshops at selected national institutions on permanent or at least long-term basis. This approach is now well underway with respect to Management Educators and Accountancy Teachers through annual short courses at the Institute of Development Management, Gaborone, and a short course for Training/Staff Development Officers in the public services, parastatal agencies, and private sector, at the University of Nairobi Institute of Adult Studies, Kikiyu, Kenya. A more recent development in the same direction includes workshops for Occupational Testing and Career Guidance Officers.

In 1981 the Netherlands Government provided a sizable grant to ECA to support continued 'institutionalization' of short courses, workshops and diploma programmes. Action has been initiated to enable selected anglophone and francophone institutions to host multinational courses in the fields of Vocational and Technical Education Administration and Guidance and Counselling, and in Mining Engineering, Metuallurgy, and Energy and Power.

From the United Nations Trust Fund for African Development (UNTFAD), funds have been allocated to support the fellowship programme. The original proposal for the allocation of UNTFAD funds would have provided partial fellowships to help defray training and living expenses for 70 persons (technical teachers,technicians, management teachers and managers, and academic staff of African universities). However, on the basis of a much reduced allocation, partial fellowships have been granted to fifteeen management teachers and management personnel and to staff of universities, primarily for post-graduate study, research/study visits and staff exchange.

The Lesotho Government and the Turkish Government have made modest financial contributions to the programme which have benefited individual trainees. The French Government has provided fellowships and arranged training programmes in Solar Energy in France and in Africa. The US Agency for International Development financed two study tours for officials concerned with economic cooperation activities. The Indian Government and Staff Training College of India, Hyderabad, organized a group training programme for a group of seven senior level management and technical personnel from African research, public service, and training institutions.

Fellowship support for post-graduate training at the University of Nairobi and University of Ghana was made possible by the assignment of funds from the Nigerian Government contribution to UNTFAD.

Recognizing the value of practical on-the-job attachment training as a supplement to formal training, and aware of the long established multinational practical training exchange programme of the International Association for the Exchange of Students for Technical Experience (IAESTE), the secretariat submitted to IAESTE a proposal for renewed cooperation, there having been cooperation between ECA and IAESTE in 1968 and 1969. For 1981 IAESTE national committees offered 20 training places through ECA. The secretariat has agreed to assist in the establishment of communication between African governments and selected training institutions and the IAESTE secretariat, and to encourage member Governments to explore possibilities for direct cooperation with IAESTE.

A number of non-African governments and agencies have continued to give substantial support to the programme. These training fellowships in kind have continued to allow a degree of flexibility in placement activities and continue to be the broadest source of programme support and to give scope to fields of study in which fellowships may be awarded. The Egyptian, Libyan and Moroccan Governments responded positively to secretariat proposals for African government programme support as both donors and users. The Egyptian Government has offered 5 fellowshps, the Libyan Government 145 fellowshps, and the Moroccan Government 20 fellowshps.

C. Areas for Development

The Lagos Plan of Action for the Implementation of the Monrovia Strategy for the Economic Development of Africa which was adopted by the Second Extraordinary Session of the Heads of State and Governments of the Organization of African Unity, held in Lagos in April 1980, spelt out the modalities of the effort for achievement of economic independence. A major part of the strategy dealt with intra-African cooperation and collective self-reliance, inter alia, in human resources development and utilization in various sectors.

Major implications of the Lagos Plan of Action for the Expanded Training and Fellowship Programme for Africa are: (a) the need for further strengthening and fullest possible utilization of existing African training facilities for the training of personnel in order to avoid the irrelevance and increasing high cost of training aborad; and (b) mobilization of additional substanical resources for training, especially in the critical manpower areas (industry, agriculture, engineering and technology, natural resources, transportation, management, statistics and education sector itself) and for the training of personnel with skills having the greatest multiplier effect - such as educators and trainers; specialists in chemical products manufacture, engineering production, food and textile production; forest products technologists; specialists in business management and international finance; project designers and planners, etc.

The programme has very great potentials if effectively supported by African States. It has a large, underutilized components of TCDC. It is this potential that programme development should endeavour to exploit in full for the benefit of African States.

Programme development effort this far is two-pronged: one activity is the mobilization of fellowships to make possible the training of African personnel within Africa as well as outside Africa in specializations for which African training facilities are not currently available in terms of physical facilities or level and in which the non-African country has particularly suitable training facilities and programmes.

With regard to training within the region, there are a considerable number of well-established national institutions which have training programmes in most of the priority areas of training needs. However, not all countries have the whole range of facilities required. There exist between some African countries cooperation agreements which include provision for the training of nationals on exchange or technical cooperation basis. An example of such cooperation is the sharing of training facilities by members of the Mano River Union (Liberia, Sierra Leone and Guinea). This form of technical cooperation among developing countries has broadened in some cases to a multilateral approach, whereby African governments not party to student exchange agreements with a particular countries having required training facilities may nevertheless have opportunity to take advantage of these facilities by means of fellowships offered on multilateral basis.

Consequently the secretariat's programme development activities in this area are directed at enlarging the pool fellowships-in-kind, and making more flexible the placement operation within Africa. The request is for allocation and advice to the secretariat of as large a number as possible of fellowships-in-kind for training in national universities and other post-secondary training institutions. It is proposed that these multilateral fellowships which ECA is willing to coordinate should have attached conditions similar to the provisions normally stipulated for bilateral or national fellowships - namely coverage of tuition, board, lodging, books, and medical expenses. The nominating/Government or ECA, contingent upon availability of funds for the purpose, could cover international transportation expenses.

The second activity is the mobilization of funds to make possible the financing of fellowships for training, almost exclusively in African institutions. At present a number of candidates nominated by their government have at the request of the secretariat been accorded places in African training institutions but final acceptance of placement cannot be given by the secretariat as the programme lacks the required funds to support accepted trainees in many cases.

Although African governments have agreed that they should themselves provide financial resources in support of the programme, non-African governments and donor orgnizations are invited to consider support for the Commission's funding proposals.

In addition to the well established national training institutions, there are a number of multinational training institutions established to provide training in specializations that are critical to the socio-economic transformation of Africa. These institutions include the African Institute for Higher Technical Training and Research, Nairobi (Kenya), Maritime Training Centre (Ivory Coast), Arab Maritime Training Academy (Egypt), West African Rice Development Associaiton WARDA (Liberia), Regional Centre for Training in Aerial Surveys - RECTAS (Nigeria), Eastern and Southern African Management Institute - ESAMI (Tanzania), African Training and Research Centre in Administration for Development - CAFRAD (Morocco). Moreover,

there are opportunities for individual attachment for practical experience on exchange basis with government agencies, development projects and with enterprises.

Programme Scope

The following training areas constitute primary focus in the mobilization of funds for programme expansion:

1. Training of Technical Teachers/Educators/Instructors
2. Training of Technicians
3. Training of Management Teachers and Managers
4. Training of Staff of African Universities
5. Training of Staff of Non-university Post-secondary Institutions
6. Training of Agricultural Research Personnel
7. Training in Industrial Technology and Management
8. Training of Commerical Studies Teachers
9. Training in Cartography, Photogrammetry and Remote Sensing
10. Maritime Training
11. Training of Technical and Vocational Education Administrators
12. Training of Guidance and Counselling Personnel
13. Training in Mining Technology and Metallurgy
14. Training in Power Technology and Power Generation and Distribution
15. Training of Statisticians (especially industrial and agricultural statisticians and National Income specialists)
16. Training of Translators/Interpreters
17. Support for Study Tours in selected fields for know-how and technology acquisition
18. Support for University level and other Post-secondary level staff exchange
19. Support for practical attachment training
20. Support for Travel Grants in third-country programmes.

Fellowship cost

Proforma cost estimates are annexed. In principle with the exception of Travel Grants, funded fellowships will provide up to US$ 5,000 maximum on a fellowship/year basis. The nominating government or the trainee will be expected to meet international travel costs. Travel grants will provide round-trip international travel between the home country and the country of training. It is envisaged that a substantial portion of the training activities indicated can be financed under the contributions of a fellowships-in-kind.

D. Recommendations for Action by African Governments

In order that the Expanded Training and Fellowship Programme for Africa may be operated on a scale commensurate with the object and purpose for which it was established to respond, African governments' commitment to, and effective support for, the programme is urgently needed. For the secretariat to plan the staffing of the Fellowship Unit and programme activities realistically, it is necessary that it be in a position to forecast estimates of fellowships and funds available annually for programme operations.

The secretariat continues to implement the expanded programme: however, it does not itself generate funds. In view of the emphasis placed on African self-reliance for the attainment of sustained economic and social development, it is necessary that African governments should themselves become substantial contributors to this regional programme of cooperation in human resources development.

In this regard it is essential for programme effectiveness and implementation on a broader scale as from 1982, that the recommendations indicated below be seriously considered and adopted by African governments and that the secretariat be given appropriate feedback with regard to each of the three recommendations.

Recommendations

1. Fellowships

Faculties and institutes of universities and other post-secondary institutions which have staffing and physical capabilities to admit for training additional students from other African countries should be identified and on the basis of availability of facilities, an appropriate number of fellowships-in-kind by fields of training be allocated to the programme. Notification with respect to designated training institutions and the number and fields of fellowships allocated should then be communicated to the secretariat.

2. Funds

The listing of training areas for which funded fellowships are required and proforma cost estimates (annex) should be reviewed by the appropriate government authorities concerned to determine the amount of the government will budget for transfer to, or earmarked for the programme. The amount should be considered a constant or increasing annual commitment to intra-African training order that the programme may have assured funding. Advice of the assigned annual contributions should be communicated to the secretariat.

3. Administrative Machinery

A specific office within the appropriate ministry should be designated if one does not already exists, as: (a) the channel through which all information about the fellowship programme is to be sent by the secretariat and by United Nations Development Programme country offices; (b) the office which disseminates fellowship information to training institutions concerned and to in-service training divisions of government, parastatal, and private agencies; and (c) the office which will maintain liaison with concerned government offices, with agencies, and with institutions on fellowship programme matters, since the use of correct and appropriate communication channels helps to facilitate programme administration. The designated office should also be communicated to the secretariat.

For the purpose of efficient programme adminstration, it is necessary that advice of offers and related information be received by the secretariat by mid-November of the year preceding the programme operation year.

IV. Summary

Since the 1960's and in some cases for a longer time training of personnel required for productive activity in the various sectors has been accorded high priority by African governments. At the directive of the Commission, as stated earlier, ECA secretariat has since 1965 implemented a programme of fellowships for training in fields of high priority for economic and social development. Between 1965 and 1978 the secretariat relied primarily on non-African donors for programme support. The existence now of a number of well-established African national and multinational training institutions, the decision by African governments for the establishment of an African Training and Fellowship Programme, and the advocacy of an intra-African cooperation in human resources development and utilization indicated in the overall development strategy of the Lagos Plan of Action are evidence of preparedness and commitment to carry out human resources development activities on the basis of collective self-reliance. What is now needed is for each member State to give subsistance to the spirit of cooperation to make cooperation meaningful by giving material support to the fellowship programme.

EXPANDED TRAINING AND FELLOWSHIP PROGRAMME FOR AFRICA

Proposed Programme Activities in 1982/83
Proforma Cost Estimates

A. Standard costs per fellowship/year

Item	Estimated Cost (US$)
1. International air fare	1,500.00
2. Local costs	
(a) Local travel	200.00
(b) Accommodation and board	6,000.00
(c) Fees (tuition, examination and other standard fees)	3,000.00
(d) Books and research	400.00
(e) Field trip	300.00
(f) Insurance coverage	100.00
Total (less international airfare)	10,000.00
International airfare	1,500.00
Grand Total	11,500.00

(i) ECA fellowships: up to US$5,000.00
(ii) ECA travel grants: up to US$1,500.00

B. Proposed Programme activites in 1982/83

	US$
1. Training of Technical Teachers/Educators/Instructors 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
2. Training of Technicians 35 fellowships for 1 year (35 man/years) (5,000.00 x 35).....	175,000.00
3. Training of Management Teachers and Managers 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
4. Training for Staff of African Universities 10 fellowships for 1 year (10 man/years) (5,000.00 x 10).....	50,000.00
5. Training of Staff of Non-university Post-secondary institutions 20 fellowship for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00

		US$
6.	Agriculture Research Personnel 10 fellowship for 3/6 months (5 man/years) (2,500.00 x 10).....	25,000.00
7.	Training in Industrial Technology and Management 35 fellowships for 1 year (35 man/years) (5,000.00 x 35).....	175,000.00
8.	Training of Commerical Studies Teachers 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
9.	Training in Cartography, Photogrammetry, and Remote Sensing 15 fellowships for 1 year (15 man/years) (5,000.00 x 15).....	75,000.00
10.	Maritime Training 10 fellowships for 1 year (10 man /years) (5,000.00 x 10).....	50,000.00
11.	Training of Technical and Vocational Education Administrators 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
12.	Training of Guidance and Counselling Personnel 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
13.	Training in Mining Technology and Metallurgy 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
14.	Training in Power Technology and Power Generation and Distribution 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
15.	Training in Statistics 20 fellowships for 1 year (20 man/years) (5,000.00 x 20).....	100,000.00
16.	Training of Translators/Interpreters 6 fellowships for 3 years (18 man/years) (5,000.00 x 6 x 3).....	90,000.00
17.	Support for Study Tours in Selected Specialization 20 fellowships for 3 months (5 man/years) (3,000.00 x 20).....	60,000.00

		US$
18.	Support for University level and other post-secondary level staff exchange 20 fellowships for 3/6 months (10 man/years) (2,500.00 x 20).....	50,000.00
19.	Support for Practical Attachment Training 20 fellowships for 3/6 months (10 man/years) (2,500.00 x 20).....	50,000.00
20.	Support for Travel Grants 50 grants (1,500.00 x 50).....	75,000.00
	Grand Total	US$1,775,000.00

C. Summary

	Activity	No. of Fellowships	man/years	Cost estimate US$
1.	Training of Technical/ Educators/Instructors	20	20	100,000.00
2.	Training of Technicians	35	35	175,000.00
3.	Training of Management Teachers and Managers	20	20	100,000.00
4.	Training of Staff of African Universities	10	10	50,000.00
5.	Training of Staff of Non-university Post-secondary institutions	20	20	100,000.00
6.	Agriculture Research Personnel	10	5	25,000.00
7.	Training in Industrial Technology and Management	35	35	175,000.00
8.	Training of Commerical Studies Teachers	20	20	100,000.00
9.	Training in Cartography, Photogrammetry and Remote Sensing	15	15	75,000.00

	Activity	No. of Fellowships	man/years	Cost estimate US$
10.	Maritime Training	10	10	50,000.00
11.	Training of Technical and Vocational Education	20	20	100,000.00
12.	Training of Guidance and Counselling Personnel	20	20	100,000.00
13.	Training of Mining Technology and Metallurgy	20	20	100,000.00
14.	Training in Power Technology and Power Generation and Distribution	20	20	100,000.00
15.	Training in Statistics	20	20	100,000.00
16.	Training of Translators/ Interpreters	6	18	90,000.00
17.	Support for Study Tours in Selected Specialization	20	5	60,000.00
18.	Support of University level and other post-secondary level staff exchange	20	10	50,000.00
19.	Support for Practical Attachment Training	20	10	50,000.00
20.	Support for Travel Grants	50	-	75,000.00
	Total	416	333	1,775,000.00